



2014-15 Differentiated Pay Plan Submission Template

MORGAN COUNTY SCHOOLS

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Wartburg, TN 37887

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I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

[Appendix B](#) of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<p><i>Describe how the district will differentiate for this element.</i></p> <p><i>Include the criteria for receiving the award.</i></p>	<p><i>Will the compensation be given as a bonus or a base pay increase?</i></p> <p><i>How much will qualifying teachers receive?</i></p>	<p><i>Eligibility: How many teachers are eligible for this type of compensation?</i></p> <p><i>Forecasted participation: How many teachers do you estimate will receive the award?</i></p>	<p><i>How much does the district estimate it will pay out for this differentiated pay element?</i></p>	<p><i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i></p>
Additional Instructional Roles or Responsibilities	1. Morgan County will compensate teachers for providing instructional support by performing additional	<p>Bonuses</p> <p>\$500 - \$1,000 depending upon the nature of the</p>	<p>Approximately 200</p> <p>40 – 60 Teacher Leaders</p>	\$50,000	Approximately .5% of total salaries

	<p><i>duties in order to build capacity and increase teacher effectiveness.</i></p> <p>2. <i>All duties will be required to be aligned to the district's strategic plan as well as the state accountability model.</i></p> <p>3. <i>Roles and responsibilities will be defined annually with written job descriptions and an evaluation component to be required.</i></p> <p>4. <i>Examples of these roles and duties could be, but are not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, academic interventionists etc.</i></p> <p>5. <i>All teachers must have received at least a three TEAM composite score performance levels on the TEAM composite score being a factor in the assignment of roles and contact time.</i></p> <p>6. <i>A selection criteria will be establishing with</i></p>	<p><i>assignment</i></p>			
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	<i>teacher attendance being a component.</i>				
Education & Experience	<i>Not applicable – Salaries of educators in Morgan County rank in the bottom third of Tennessee districts; therefore, an establish amount will be spread across the current salary schedule</i>	<i>Base pay increase across a traditional 20 year pay scale that includes step-ups for education and experience. Average increase in salary of .81%</i>	<i>All professional educators (280) 280 professional educators</i>	<i>\$81,000</i>	<i>Approximately .81% of total salaries</i>
<i>TAP @ Coalfield School (PreK-12)</i>	<i>TAP @ Coalfield Schools is a partnership with NIET and is funded by a TIF grant. Educators are eligible for pay for performance based upon the TAP formula.</i>	<i>Compensation is paid as a bonus. Dependent upon performance calculation and number of educators is specific pools. Average will likely be \$1,500.</i>	<i>40 educators are eligible. All are expected to receive some extra pay based upon TAP performance pay formula.</i>	<i>\$66,580</i>	<i>Approximately .57% of total salaries.</i>

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-15 salary schedule.

(2014-15 salary schedule attached)

2. Describe how you will allocate any future state funding increases (i.e., FY13 1.5% increase in the BEP instructional component). Will increases be: 1) applied across-the-board, 2) allocated towards differentiated pay, or 3) a combination of both?

A combination of both.

III. Eligibility and Stakeholder Engagement (Optional Section)

While this section is optional, the information provided will help the department to be able to provide continued support and assistance to districts in implementing their differentiated pay plans.

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.
 - All compensation amounts will be defined with a minimum level of \$500 and not to exceed \$2,000 annually. The level of compensation will not be based on an hourly rate.
 - All time to be compensated must occur outside the time defined in the annual contract.
 - Any level to be compensated at \$1,000 or more will require some of the work to be performed prior to the start of the 2014-15 school year.
 - Attendance eligibility - Employees who miss more than 10 of the 180 instructional days will be ineligible for participation in extra roles/responsibilities. (Absences as a result of jury duty, military leave, FMLA, or other approved official leave will not count)
 - Examples of these roles and duties could be, but are not limited to: mentors, collaborative learning leaders, core content specialists, developing classroom assessments, academic interventionists etc.

2. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.

A Strategic Compensation Design Team was formed to work on the district plan. The membership included a representative from each school plus two community members. School Board members were also actively involved. The team included the following people:

Margaret Morgan	Teacher, MCEA President	Central Elementary
Connie Simpson	Teacher	Central Middle
Tim Steelman	Teacher	MCCTC
Kathryn Johnson	Teacher	Sunbright
Jeremy Lowe	Teacher	Coalfield
Patti Gouge	Counselor	Central High
Kim Mason	Graduation Coach	Oakdale
Bob Bennett	Teacher	Petros Joyner
Myrna Sumner	Principal	Central Middle
Wanda Lane	Asst. Director, Supervisor	Central Office
Edd Diden	Director of Schools	Central Office
Buzz Heidel	Community Member	
Pam Gunter	Community Member	

School Board Members

Tony Dagley
Randy Harlan, Chairman

Paul Hudson, Vice-Chairman
Glen Moore
Richard Spurling
Wade Summers

From October 2013 through February 2014, the team met on six different occasions to finalize the plan. The Morgan County Board of Education approved the plan at their April 8, 2014 meeting.

3. Does the district plan to expand or grow its differentiated pay plan in future years? If so, what types of changes or expansions are you considering to your differentiated pay plan or salary schedule?

Our team would like to expand the plan in the future based upon availability of funds. The team had originally included a significant bonus payment component based upon the composite TEAM evaluation score. This portion was eliminated when funds were cut from the 2014-15 state budget for education.

The TIF grant for funding TAP at Coalfield School will continue for three additional years (2014-15; 2015-16; 2016-17). As additional TIF funds become available, application will be made for other schools.